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ABSTRACT

Although significant advances have been made since 1970 to increase women's participation in higher education, women's equality is a myth, especially among academic leaders such as senior faculty, department chairs, deans, and administrators. Data show that academic women suffer disparities with respect to men by almost every indicator of professional status, including rank, salary, tenure, job satisfaction, and working conditions. Factors contributing to this continuing inequality include challenges to affirmative action, the corporatization of the university, and the increase in the number of non-tenure track positions. In addition, cultural, attitudinal, and structural constraints continue to inhibit women's progress. Change is needed in policy, attitude, and organizational culture and that women must take a political role in the struggle for their own success. Individual chapters have the following titles: "The Personal and the Professional: Becoming a Feminist"; "The Academic Pipeline and the Academic Labor Market"; "Leveling the Playing Field: Tenure and Salaries"; "Women in the Professions"; "Women Who Lead: The Glass Ceiling Phenomenon"; and "Implementing Change: Campus Commissions and Feminist Pedagogy". (Contains approximately 300 references.) (DB)

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